

LABOUR TURNOVER, MARCH 1972

Reference No. 6.8

This report gives the results of a survey of labour turnover in Australian industry in the month of March 1972, and shows these results together with those obtained in similar surveys covering the month of March in previous years. Because of the effect of seasonal fluctuations, the trends in labour turnover are most clearly shown by comparing successive turnover rates for the same month of each year. Labour turnover rates are influenced by the seasonal nature of employment, particularly in the food, drink and tobacco industry group and, to a lesser degree, in other industries. A report entitled "Labour Turnover, September 1966", published on 1 May 1967, contained the results of a survey in September 1966, together with the results obtained in similar surveys relating to the month of September in previous years.

2. In these surveys labour turnover is measured, in accordance with general practice, by the number of engagements or separations expressed as percentages of average employment during the period under review. Engagements and separations refer to the turnover of individual businesses, including the movement from one business to another within the same industry group.
3. Table 1 shows the engagement rates and Table 2 the separation rates for manual workers by industry group. Table 3 gives the analysis of these separation rates according to dismissals, retrenchments, persons leaving employment on their own initiative, and other causes. Table 4 shows for recent years figures of both engagement and separation rates for manufacturing and non-manufacturing industries.
4. Estimates for female manual workers in non-manufacturing industry groups are not available for separate publication in the following tables but are included in the figures for female manual workers in all industry groups.

5. In these surveys the number of female employees recorded as non-manual workers in manufacturing industry groups is relatively small and consequently less significance should be attached to small changes in the labour turnover rate in this category than to similar changes in the larger employment categories.
6. The period covered in individual survey returns varies, since it depends on the dates on which pay-roll tax returns of individual businesses are made up for February and March in each year. The average period is about four and half weeks.

Scope of Survey

7. The survey is based on a sample within certain industries of businesses subject to pay-roll tax, that is, businesses paying more than \$400 a week in wages. The survey excludes businesses whose pay-roll is below the taxable limit, as well as religious, benevolent and other similar organisations which are exempt from pay-roll tax. In addition, the survey excludes rural industry, private domestic service, certain businesses such as accountants, trade associations, consultant engineers, etc., the shipping and stevedoring industry, the motion picture industry, government employment and semi-government undertakings other than banks and airlines.



TABLE 1. - ENGAGEMENT RATES FOR MANUAL WORKERS

PERCENTAGE OF AVERAGE EMPLOYMENT IN EACH INDUSTRY GROUP - MARCH 1966 TO 1972

Industry group	March						
	1966	1967	1968	1969	1970	1971	1972
MALE MANUAL WORKERS							
	%	%	%	%	%	%	%
Manufacturing -							
Engineering and vehicles	6.7	5.4	6.7	6.0	6.4	7.8	5.4
Engineering, etc. (a)	6.1	5.3	6.3	5.8	6.2	8.2	5.1
Vehicles, aircraft and ships	8.7	5.9	7.9	6.8	6.9	6.7	6.5
Textiles and clothing	5.9	5.0	5.2	4.7	6.0	6.9	5.6
Food, drink and tobacco (b)	7.7	7.7	7.8	10.6	10.9	11.9	9.4
Furniture, sawmilling and woodworking	8.3	6.6	7.2	7.0	7.4	7.8	6.8
Paper and printing	4.4	3.5	3.7	3.5	4.2	4.9	2.9
Other manufacturing	7.4	6.3	5.7	6.9	7.1	7.9	5.1
Chemicals and oil refining	6.0	4.7	4.6	6.8	4.9	6.1	4.5
Other	8.0	7.0	6.1	7.0	7.9	8.5	5.4
<u>Manufacturing groups</u>	6.9	5.8	6.4	6.6	7.0	8.1	5.9
Non-manufacturing -							
Mining	5.1	4.9	5.0	5.4	5.9	5.2	4.4
Building and construction	13.8	10.5	11.7	13.3	12.8	14.9	12.0
Road transport	6.4	6.8	7.1	6.6	7.5	8.0	6.0
Wholesale and retail trade	6.9	5.9	6.5	6.4	7.0	7.6	7.4
Other non-manufacturing (c)	8.1	6.7	6.8	7.1	7.1	8.5	7.4
<u>Non-manufacturing groups</u>	8.7	7.3	7.9	8.2	8.5	9.6	8.1
<u>All industry groups</u>	7.5	6.4	7.0	7.2	7.6	8.7	6.8
FEMALE MANUAL WORKERS							
	%	%	%	%	%	%	%
Manufacturing -							
Engineering and vehicles, etc.	8.9	8.2	9.0	10.2	9.0	8.3	5.1
Textiles	6.2	5.8	5.6	5.8	6.5	9.1	6.6
Clothing	7.2	6.0	6.3	7.0	6.3	6.5	6.4
Food, drink and tobacco (b)	13.3	16.2	15.2	22.6	16.9	19.2	18.6
Paper and printing	9.0	6.1	7.1	6.1	8.0	7.7	5.7
Chemicals and oil refining	4.9	5.6	8.0	7.1	11.0	9.9	6.4
<u>Manufacturing groups (d)</u>	8.4	8.5	8.4	10.1	9.3	10.0	8.3
<u>All industry groups (e)</u>	8.5	8.5	8.6	9.9	9.6	11.0	9.2

For footnotes, see page 5.

NOTE. For particulars of scope of the surveys, etc., see page 1.



**TABLE 2. - SEPARATION RATES FOR MANUAL WORKERS**  
**PERCENTAGE OF AVERAGE EMPLOYMENT IN EACH INDUSTRY GROUP - MARCH 1966 TO 1972**

Industry group	March						
	1966	1967	1968	1969	1970	1971	1972
<b>MALE MANUAL WORKERS</b>							
	%	%	%	%	%	%	%
<b>Manufacturing -</b>							
Engineering and vehicles	6.0	4.9	5.9	5.6	6.3	7.4	5.6
Engineering, etc. (a)	5.9	4.9	5.8	5.4	6.3	7.7	5.6
Vehicles, aircraft and ships	6.6	5.0	6.5	6.1	6.5	6.5	5.4
Textiles and clothing	6.6	4.6	5.5	4.9	6.2	7.0	6.2
Food, drink and tobacco (b)	7.1	8.3	8.7	8.9	10.1	10.4	8.8
Furniture, sawmilling and woodworking	7.8	6.9	6.3	6.8	7.3	7.7	6.9
Paper and printing	3.9	3.3	3.0	3.4	3.7	4.5	2.8
Other manufacturing	7.7	6.3	6.1	6.2	7.3	8.0	5.4
Chemicals and oil refining	5.8	4.7	4.9	5.4	5.7	5.6	3.6
Other	8.4	6.9	6.5	6.6	7.9	8.9	6.0
<u>Manufacturing groups</u>	6.5	5.6	6.1	6.0	6.9	7.7	5.9
<b>Non-manufacturing -</b>							
Mining	4.8	5.4	4.8	4.5	4.9	5.2	4.6
Building and construction	13.7	11.7	11.3	12.3	12.5	13.1	12.5
Road transport	6.2	6.0	6.8	5.9	7.0	7.1	5.9
Wholesale and retail trade	6.2	6.4	6.0	6.5	7.0	8.0	6.2
Other non-manufacturing (c)	7.2	6.3	6.8	6.3	8.3	8.5	7.0
<u>Non-manufacturing groups</u>	8.2	7.6	7.6	7.7	8.5	9.0	7.8
<u>All industry groups</u>	7.1	6.4	6.7	6.7	7.5	8.2	6.7
<b>FEMALE MANUAL WORKERS</b>							
	%	%	%	%	%	%	%
<b>Manufacturing -</b>							
Engineering and vehicles, etc.	6.9	6.6	7.2	7.5	6.8	7.3	6.8
Textiles	6.9	4.6	5.9	6.5	6.4	9.1	7.5
Clothing	6.4	5.8	6.0	6.6	6.8	6.7	6.6
Food, drink and tobacco (b)	14.2	13.3	14.8	15.2	17.1	17.3	17.1
Paper and printing	7.6	5.8	6.6	5.4	6.9	7.3	6.4
Chemicals and oil refining	7.3	5.7	6.7	6.7	10.0	6.8	5.8
<u>Manufacturing groups (d)</u>	7.9	7.4	7.7	8.1	8.9	9.2	8.6
<u>All industry groups (e)</u>	7.9	7.5	7.8	8.1	8.7	8.8	9.2

For footnotes, see page 5.

NOTE. For particulars of scope of the surveys, etc., see page 1.



TABLE 3. - ANALYSIS OF SEPARATION RATES OF MANUAL WORKERS

PERCENTAGE OF AVERAGE EMPLOYMENT IN EACH INDUSTRY GROUP - MARCH 1971 AND MARCH 1972

NOTE. Dismissed Employment terminated on the employer's initiative for disciplinary or similar reasons.  
Retrenched Employment terminated, permanently or otherwise, on the employer's initiative for reasons such as reduction in the scale of operations, breakdown in machinery, shortage of materials, completion of the job.  
Left Employment terminated on the employee's initiative. Excludes employees on strike.  
Other Includes separations due to permanent retirement (including women leaving to be married), injury, death, enlistment in the forces and similar reasons.

## MALE MANUAL WORKERS

Industry group	March 1971					March 1972				
	Dis- missed	Re- trenched	Left	Other	Total	Dis- missed	Re- trenched	Left	Other	Total
	%	%	%	%	%	%	%	%	%	%
Manufacturing -										
Engineering and vehicles	0.9	0.6	5.7	0.1	7.4	0.9	1.0	3.6	0.2	5.6
Engineering, etc. (a)	1.0	0.6	6.0	0.1	7.7	0.9	1.0	3.6	0.1	5.6
Vehicles, aircraft and ships	0.7	0.7	5.0	0.1	6.5	0.8	0.9	3.4	0.2	5.4
Textiles and clothing	1.0	0.9	4.9	0.3	7.0	0.7	1.3	4.1	0.1	6.2
Food, drink and tobacco (b)	0.8	1.8	7.7	0.2	10.4	0.9	1.9	5.8	0.1	8.8
Furniture, sawmilling, etc.	1.2	0.6	5.9	0.1	7.7	1.3	0.8	4.5	0.4	6.9
Paper and printing	0.7	0.3	3.2	0.2	4.5	0.8	0.2	1.7	0.1	2.8
Other manufacturing	1.2	0.8	5.9	0.1	8.0	0.9	0.8	3.6	0.1	5.4
Chemicals and oil refining	0.6	0.8	4.0	0.2	5.6	0.6	0.3	2.5	0.2	3.6
Other	1.4	0.8	6.6	0.1	8.9	1.0	1.0	4.0	0.1	6.0
<u>Manufacturing groups</u>	1.0	0.8	5.8	0.1	7.7	0.9	1.0	3.9	0.2	5.9
Non-manufacturing -										
Mining	0.3	0.3	4.4	0.2	5.2	0.4	1.0	3.0	0.2	4.6
Building and construction	1.9	3.5	7.5	0.2	13.1	1.6	5.0	5.8	0.1	12.5
Road transport	1.2	0.4	5.2	0.2	7.1	1.0	0.9	3.8	0.1	5.9
Wholesale and retail trade	1.1	1.3	5.4	0.2	8.0	1.0	0.5	4.6	0.2	6.2
Other non-manufacturing (c)	1.2	1.1	6.0	0.2	8.5	1.3	0.7	4.8	0.2	7.0
<u>Non-manufacturing groups</u>	1.3	1.6	6.0	0.2	9.0	1.2	1.8	4.6	0.2	7.8
<u>All industry groups</u>	1.1	1.1	5.9	0.2	8.2	1.0	1.4	4.2	0.2	6.7

For footnotes, see page 5.

NOTE. For particulars of scope of the surveys, etc., see page 1.



**TABLE 3. - ANALYSIS OF SEPARATION RATES OF MANUAL WORKERS - continued**  
**PERCENTAGE OF AVERAGE EMPLOYMENT IN EACH INDUSTRY GROUP - MARCH 1971 AND MARCH 1972**

**NOTE.** Dismissed Employment terminated on the employer's initiative for disciplinary or similar reasons.  
Retrenched Employment terminated, permanently or otherwise, on the employer's initiative for reasons such as reduction in the scale of operations, breakdown in machinery, shortage of materials, completion of the job.  
Left Employment terminated on the employee's initiative. Excludes employees on strike.  
Other Includes separations due to permanent retirement (including women leaving to be married), injury, death, enlistment in the forces and similar reasons.

**FEMALE MANUAL WORKERS**

Industry group	March 1971					March 1972				
	Dis- missed	Re- trenched	Left	Other	Total	Dis- missed	Re- trenched	Left	Other	Total
	%	%	%	%	%	%	%	%	%	%
<b>Manufacturing -</b>										
Engineering (a) and vehicles	0.7	1.0	5.4	0.2	7.3	0.6	2.1	3.9	0.1	6.8
Textiles	0.7	0.8	7.2	0.3	9.1	0.6	1.3	5.5	0.2	7.5
Clothing	0.7	0.5	5.1	0.4	6.7	1.4	0.2	4.7	0.3	6.6
Food, drink and tobacco (b)	1.3	3.2	12.7	0.1	17.3	0.8	5.3	10.8	0.1	17.1
Paper and printing	0.7	1.1	5.5	0.1	7.3	0.3	0.8	5.1	0.2	6.4
Chemicals and oil refining	0.8	0.4	5.5	0.1	6.8	0.3	0.3	4.8	0.4	5.8
<u>Manufacturing groups (d)</u>	0.8	1.1	7.0	0.2	9.2	0.9	1.7	5.8	0.2	8.6
<u>All industry groups (e)</u>	0.9	1.0	6.6	0.2	8.8	0.9	1.6	6.6	0.2	9.2

(a) Includes extracting, refining, founding, engineering, metalworking, electrical equipment, etc. (b) The food, drink and tobacco industry group contains certain seasonal industries (e.g. fruit canning) which engage and retrench a large number of workers each season. Fluctuations may occur in the turnover rates because a season may be later one year than another. (c) Includes rail and air transport, finance and property, amusements (excluding motion pictures), hotels and other accommodation, cafes, personal services, etc. (d) Includes certain manufacturing groups not specified above for which separate estimates are not available. (e) Includes non-manufacturing groups for which separate estimates are not available.

**NOTE.** For particulars of scope of the surveys, etc., see page 1.



TABLE 4. - ENGAGEMENT AND SEPARATION RATES

PERCENTAGE OF AVERAGE EMPLOYMENT IN EACH INDUSTRY GROUP - MARCH 1964 TO 1972

Month and Year	Manufacturing		Non-manufacturing		All industry groups	
	Manual workers	Non-manual workers	Manual workers	Non-manual workers	Manual workers	Non-manual workers
MALES - ENGAGEMENT RATES						
March 1964	6.1	2.1	7.1	2.3	6.5	2.2
" 1965	8.5	2.5	8.6	2.8	8.6	2.7
" 1966	6.9	2.2	8.7	3.1	7.5	2.8
" 1967	5.8	2.4	7.3	2.6	6.4	2.5
" 1968	6.4	2.0	7.9	2.9	7.0	2.5
" 1969	6.6	2.1	8.2	3.2	7.2	2.8
" 1970	7.0	2.4	8.5	3.4	7.6	3.0
" 1971	8.1	2.2	9.6	3.8	8.7	3.2
" 1972	5.9	1.6	8.1	2.8	6.8	2.4
MALES - SEPARATION RATES						
March 1964	5.9	1.9	7.3	2.4	6.4	2.2
" 1965	7.8	2.1	8.1	2.7	7.9	2.4
" 1966	6.5	2.1	8.2	2.7	7.1	2.5
" 1967	5.6	2.0	7.6	2.6	6.4	2.4
" 1968	6.1	1.8	7.6	2.8	6.7	2.4
" 1969	6.0	2.2	7.7	2.7	6.7	2.5
" 1970	6.9	2.2	8.5	3.0	7.5	2.7
" 1971	7.7	2.3	9.0	3.4	8.2	3.0
" 1972	5.9	1.9	7.8	2.7	6.7	2.4
FEMALES - ENGAGEMENT RATES						
March 1964	7.5	3.7	(a)	4.7	7.7	4.5
" 1965	10.2	5.0	(a)	4.8	9.9	4.9
" 1966	8.4	4.5	(a)	5.3	8.5	5.1
" 1967	8.5	4.1	(a)	4.5	8.5	4.4
" 1968	8.4	4.6	(a)	4.7	8.6	4.7
" 1969	10.1	4.7	(a)	5.3	9.9	5.1
" 1970	9.3	5.0	(a)	5.2	9.6	5.2
" 1971	10.0	5.2	(a)	6.3	11.0	6.1
" 1972	8.3	4.0	(a)	5.4	9.2	5.1
FEMALES - SEPARATION RATES						
March 1964	6.4	3.6	(a)	5.2	6.5	4.8
" 1965	8.4	4.1	(a)	4.5	8.1	4.4
" 1966	7.9	3.7	(a)	5.1	7.9	4.7
" 1967	7.4	4.0	(a)	4.2	7.5	4.1
" 1968	7.7	3.9	(a)	4.3	7.8	4.2
" 1969	8.1	4.7	(a)	4.6	8.1	4.6
" 1970	8.9	4.5	(a)	4.8	8.7	4.8
" 1971	9.2	4.7	(a)	5.4	8.8	5.2
" 1972	8.6	4.3	(a)	5.0	9.2	4.8

(a) Not available (see para. 4 page 1).

NOTE. For particulars of scope of the surveys, etc., see page 1.

COMMONWEALTH BUREAU OF CENSUS AND STATISTICS

J. P. O'NEILL

CANBERRA, A.C.T. 2600

20 JULY 1972

COMMONWEALTH STATISTICIAN

NOTE. Inquiries concerning these statistics may be made in Canberra by telephoning 63 9111 extension 2055 or, in each State capital, by telephoning the office of the Bureau of Census and Statistics.